

## DEMELZA HOSPICE CARE FOR CHILDREN

### JOB DESCRIPTION

**JOB TITLE** – Registered Nurse

**BAND EQUIVALENT** – Band 5 Equivalent

**ACCOUNTABLE TO** - Care Services Lead

**REPORTS TO** – Team Leader/On Call Nurse/Shift Coordinator

**RESPONSIBLE FOR** – Children/Young People and Families, Health Care Assistants, Care Volunteers, Student Nurses

### PURPOSE OF ROLE

To provide holistic nursing care and support to children and young people with life limiting/life threatening conditions and their families/carers, utilising the skills, knowledge and expertise of the qualified practitioner in a variety of situations, working on their own initiative and accessing and contributing to the skill base of the wider team. Working in collaboration with other services to best meet the needs of the child/young person and their family.

To safeguard all children and young people accessing services; by responding to concerns raised in a timely and appropriate manner and effectively escalating these in accordance with policies and procedures.

### KEY RESPONSIBILITIES

#### Clinical Practice

1. Assess, plan, evaluate and deliver high quality nursing care to meet the diverse and individual needs of children/young people and their families within competency level.
2. To work with other team members to ensure that plans of care are carried out to the agreed standard.
3. To support case load management with allocated children/young people and families when this model of care is in place.
4. To identify, escalate and report significant changes in a child/young person's condition or well-being, outside area of competence.
5. To contribute to area of delegated specialism with support from Band 6 Registered Nurse.
6. To deliver prescribed care, assessing and evaluating child/young person's presentations, observations and contribute to clinical reassessment. To include End of Life Care with support.
7. To establish professional relationships with children, young people and their families through effective communication skills.
8. To record accurately and contemporaneously, as per Nursing Midwifery Council standards and current legislation.
9. To deliver post death care of the body and support the wider family.
10. To support children or young people's best interests during external multi-disciplinary meetings within competency level
11. To promote working relationships across Demelza sites.
12. To work flexibly to meet the needs of the service.

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13. Take responsibility and seek and participate in regular supervision to enhance learning and practice as per procedure.

### Leadership

1. To lead in the delivery of direct care to a child/young person receiving short break support, ensuring good use of charity resources and facilities available.
2. To work towards and undertake the role of a Shift Co-ordinator.
3. To ensure appropriate delegation of tasks; maintaining your own accountability.
4. To share good practice in order to improve standards of care.
5. To respect colleagues and learn from the team's wider range of skills and expertise, offering development opportunities.
6. To work towards Preceptor duties for newly qualified Band 5 Equivalent Registered Nurses and mentorship of nursing students, assist other team members to provide support in all aspects of clinical care, and be a positive role model of professional conduct.
7. Understand and actively promote how the organisation is funded, making a positive contribution to appropriate marketing of care activities to raise awareness of our work and support raising of funds.
8. Undertake elements of line management for Band 3 and 4 equivalent staff (on completion of preceptorship).
9. To promote working relationships across all sites and departments.

### Governance

1. To welcome and respect diversity and contribute positively to anti-discriminatory practice, actively promoting equality and diversity.
2. Ensure a consistent approach to all aspects of care delivery by following protocols and prescribed care, recommending changes to advance practice.
3. Report all incidents/accidents and near misses in line with reporting procedures to facilitate opportunities to advance practice. To work towards and take responsibility for being a handler of the incident review process.
4. Actively contribute to employee consultation around policy and procedure development and highlight any areas of concern or suggestions for improvement.
5. Participate in audit activities.
6. Assess prescribed competences of Band 3 and 4, as set out in the Educational Matrix and Clinical Procedure and Competency Policy. Facilitate learning opportunities.
7. Undertake mentorship of student nurses, following completion of a university approved mentorship qualification.

### Education

1. If newly qualified, or new to the NMC register, or deemed appropriate; successfully complete the Demelza Preceptorship Programme.
2. Work towards, achieving and maintaining qualified Mentor status in accordance with local Higher Education Institution guidance. Successfully complete and maintain a university approved mentorship qualification.
3. Proactively seek and take responsibility for continuing professional development, routinely undertaking clinical supervision according to policy guidance.
4. Proactively seek opportunities to share evidence based practise and expertise and learn from those of the wider team.
5. Participate in clinical supervision and appraisals with senior care team member.
6. To successfully complete Band 5 equivalent or newly qualified Band 5 equivalent competences as defined in the Education Matrix.
7. To use appraisal constructively for personal and professional development.

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## PERSON SPECIFICATION

### Essential

- Registered Nurse on subpart 1 of the Nursing and Midwifery Council Registers [Children's Nurse, Adult Nurse or Learning Disability Nurse]
- Educated to Level 6 of the National Qualifications Framework, or willingness to undertake
- Able to demonstrate sound knowledge of clinical skills in paediatric nursing
- Able to demonstrate awareness of safeguarding children and young people
- Experience of working with children with disabilities and complex health needs
- Hold a mentorship qualification or be prepared to work towards
- Excellent IT skills
- Excellent verbal and written communication skills
- Willingness to travel

### Desirable

- Experience of children with disabilities/complex needs
- Experience of delivering end of life care
- Experience of Paediatric Intensive Care
- Experience of Long Term Ventilation
- Full driving licence

### Professional Registration

This role requires the post holder to be registered with the Nursing and Midwifery Council. Post holders must ensure that valid membership to the NMC is maintained throughout their employment within this role. You must immediately inform Demelza if there are any amendments or concerns regarding your registration. Failure to maintain your registration could result in disciplinary action being taken against you.

### Professional Standards

All nurses are required to work proficiently and effectively within the relevant legal, ethical and professional frameworks applicable to children's palliative care, including the NMC Code: Standards of conduct, performance and ethics for Nurses and Midwives: [http://www.nmc-uk.org/Documents/Standards/nmcTheCodeStandardsOfConductPerformanceAndEthicsForNursesAndMidwives\\_LargePrintVersion.PDF](http://www.nmc-uk.org/Documents/Standards/nmcTheCodeStandardsOfConductPerformanceAndEthicsForNursesAndMidwives_LargePrintVersion.PDF)

Standards for Medicines Management: <http://www.nmc-uk.org/Documents/NMC-Publications/NMC-Standards-for-medicines-management.pdf>

**The tasks listed in this job description are not designed to be exhaustive and may vary from time to time according to the needs of the organisation. This document will be reviewed in consultation with the post holder as the role and services provided by the organisation develop.**

**Demelza is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.**

**Employees are required to attend mandatory training as required by their role. Employees are expected to make reasonable efforts attend and engage in development training as part of their role within Demelza. Training may be delivered through a variety of on site and off site methods.**

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**All employees are required to participate in staff performance reviews and supervision and to make all reasonable efforts to attend training and staff development as identified and agreed.**

**Employees must take the initiative to actively seek out training updates required for their role and for mandatory training, within training expiry time frames. Employees can find their current training records on the HR Database.**

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